

Focus Occupation: **Compensation, Benefits, and Job Analysis Specialists (13-1072)**

Focus occupation: Compensation, Benefits, and Job Analysis Specialists

Employment and Growth	188/ 5.6%
Ave. Monthly Wage	\$5,765
Education/Experience	Bachelor's degree

Advance FROM Focus Occupation

Occupation	Rung	Employment/ Growth	Education/Experience	Similarity
Human Resources Managers, All Other (11-3049)	3	400/ 10.5%	BA/1-5 yrs	70
Industrial-Organizational Psychologists (19-3032)	3	n/a	MA	77
Compensation and Benefits Managers (11-3041)	2	n/a	BA/1-5 yrs	95
Administrative Services Managers (11-3011)	1	2,252/ 14.4%	HS/1-5 yrs	75

Transfer TO and FROM Focus Occupation

Occupation	Rung	Employment/ Growth	Education/Experience	Similarity
Arbitrators, Mediators, and Conciliators (23-1022)	0	n/a	BA/1-5 yrs	82
Human Resources, Training, and Labor Relations Specialists, All Other (13-1079)	0	n/a	BA	90

Advance TO Focus Occupation

Occupation	Rung	Employment/ Growth	Education/Experience	Similarity
Human Resources Specialists (13-1071)	-1	749/ 8.7%	BA	70
Human Resources Assistants, Except Payroll and Timekeeping (43-4161)	-2	587/ 7.9%	HS	83
Farm Labor Contractors (45-1012)	-3	n/a	Any/under 1 yr	76
Office and Administrative Support Workers, All Other (43-9199)	-4	5,100/ 15.7%	HS	95

Important note: A worker does not necessarily have to traverse every rung to advance to or from the focus occupation. Occupations above and below the focus occupation are directly related to the focus occupation, but they are not necessarily directly related to each other. For example, actors and athletes are both related to agents of artists, performers, and athletes, but actors and athletes are not directly related to each other.

Analysis and development of the career lattice is by the Alaska Department of Labor and Workforce Development, Research and Analysis Section.

Data sources used for research and analysis: O*NET (Occupation Information Network), Alaska Occupational Data Base (ODB), Standard Occupational Classification Manual, North American Industry Classification System manual, Bureau of Labor Statistics Occupational Employer Survey (OES) wage estimates.